

PRESENT: Aktan, Andreopoulos, Barrow, Bernstein, Bhat, Boroznoff, Cruz Paul, D'Haem, Diamond, Dinan, Duffy, Ellis, Falk-Romaine, Ferris, Finnegan, Gardner, Gazzillo Diaz, Godar, Healy, Kearney, Kelly, Kim, Levitan, McNeal, Ndjatou, Nyamwange, Parras, Pavese, Perez, Quicke, Rosar, Scala, Schwartz, Sheffield, Snyder, Steinhart, Swanson, Tardi, Verdicchio, Wagner, Waldron, Walsh, Weil, Wicke, Wong

ABSENT: Chung, Ferris, Lindsey, Weisberg

GUESTS: Basu, Bliss, Bolyai, Burns, Chabayta, Daniel-Robinson, DeYoung, Fengya, Ferguson, Goldstein, Hahn, Jones, Kaplan, Liautaud, Miller, Natrajan, Olaye, Rabbitt, Resland, Rosengart, Seal, Sherman, Tiernan

The Senate was called to order at 12:34 PM.

I. ADOPTION OF THE AGENDA

Sheffield motioned to move item seven to six and Duffy seconded.

Kelly motioned a point of order and said that the mike was muffled.

Parras said they were working on the mikes and we will just have to listen carefully.

Levitan moved to adopt the amended agenda and Dinan seconded. Agenda was adopted.

II. ANNOUNCEMENTS

Kearney informed the Senate that the library is making available online access to the *Chronicle of Higher Education* on a “click basis” for the William Paterson University Community. He was happy to acknowledge funding support from the Office of the President. This is the first time click through access has been available for this publication and individuals will be able to create individualized accounts and have daily access sent to them. The Senate responded with applause.

Weil noted that an announcement would go out regarding this in the afternoon.

Scala noted that March begins Women’s History Month. Scala announced that on March 2nd the Department of Women’s and Gender Studies will have their Second Annual Women’s History Month Conference with featured speaker: Roberta Francis, former director of the NJ Division on Women. This is being sponsored by the WPU Women’s and Gender Studies Department, Future Knowledge Center for Women. If you are interested in bringing your class or registering for the conference, please call 973-684-4700.

Kelly announced the Forum for Creative Policy Perspectives, the AFT Local 1796, and the Departments of Political Science, Sociology and Anthropology are jointly sponsoring Dr. Gordon Lafer, Political Economist and National Labor Policy Expert who will speak at William Paterson on March 15th about Unions Under Fire: Understanding the National Assault on Public Employees. A session will be held from 11:00 – 12:15 in the Cheng Library Auditorium and Faculty are encouraged to bring their classes. An additional session will be held for graduate students from 6:30 – 7:30 in Raubinger 403. Please RSVP to gradpolsci@wpunj.edu

Pavese announced the 10th Annual Hindemithon. On March 1st, 2012 the West Point Band, the premiere band of our armed forces, will be performing at the Hindemithon Festival in William Paterson University. The West Point Band is an intrinsic part of our national and musical history and has been a glorious musical ambassador for our country around the world. It was to our great delight and appreciation that they expressed desire to perform at the Hindemithon. Pavese founded the Festival. Please join him as he directs it on Thursday, March 1st at 7:30 at the Shea Performing Arts Center.

40 Parras welcomed Glenn Jones to the William Paterson University Administration where he will serve as
41 General Counsel. He joined William Paterson from UMDMJ where he worked as attorney to the governing
42 board.

43 **III. APPROVAL OF MINUTES**

44 McNeal noted that she found mistakes in reporting the attendance portion of the February 14th minutes.

45 Parras asked that the minutes therefore be approved at the next meeting.

46 **IV. CHAIR'S REPORT:**

47 Parras discussed future meetings and how the Graduate Council Resolution will be coming up, Pam Ferguson
48 will speak, and the Administrative Evaluations are coming along. He said the company is protecting the
49 confidentiality of responders as well as possible.

50 Cruz Paul noted that there was a "strong response rate so far."

51 Finnegan asked when the end date is.

52 Cruz Paul said it is March 11, 2012.

53 **V. VICE-CHAIR'S REPORT: No vice chair's report today.**

54 **VI. Resolution on Emeritus Status for Sheila Collins**

55 **Malu moved the Resolution on Emeritus Status for Sheila Collins and Barrow seconded.** Discussion
56 ensued.

57 Sheffield thanked the Governance Council for translating Collins' life into a resolution and added that Collins
58 significantly contributed to University and the Political Science Department is grateful to her and the support of
59 the Council and this Resolution.

60 Swanson went on to note her support for this resolution.

61 Scala supported this resolution and spoke about Collins' work against oppression and her supportive work in the
62 area of Women's and Gender Studies. Scala noted how Collins deserves this honor.

63 Ellis gave his support and noted Collins' support for global and environmental issues.

64 Kelly spoke about how she personally was inspired to apply to William Paterson because of Collins and how
65 Collins was an exemplary mentor.

66 **Parras put the question and the motion passed unanimously.**

67 **VII. Recommendation to Approve New Committee Description and Charges**

68 Parras discussed that the Executive Committee was charged with creating this new Committee.

69 **Tardi motioned to recommend approving the new committee description and charges and Levitan**
70 **seconded.**

71 Snyder explained that he was curious to know how number 4 (4. That minutes, while maintaining anonymity,
72 record actions taken, and that minutes are made public) would work.

73 Parras explained that the secretary would record motions and not names.

74 **Gazzillo Diaz called attention to number 4 and how “that minutes” is said twice and how this is not**
75 **necessary. She motioned to amend this by deleting the second “that minutes” and Perez seconded. The**
76 **amendment passed.**

77 Steinhart called attention to item number 7, particularly, “to evaluate, discuss, and act upon University
78 issues” and noted that he did not understand what “act” meant in this context.

79 Parras answered that it meant making recommendations as does the Senate in general. Parras said that we
80 can make a motion to change this to “recommendation.”

81 Steinhart stated that he was satisfied with this as long as the Committee was clear on this and understands
82 that they, the Committee will not need to bring recommendations back to the whole Senate.

83 Levitan asked if number 1 (1. That the official name is "Senate Faculty and Professional Staff Committee";)
84 needed to include librarians.

85 Duffy noted that librarians are faculty.

86 Duffy asked what is reasonable notice.

87 Parras said that he would say a week.

88 Duffy motioned to add the word “reasonable” and Kelly seconds.

89 Gardner noted that the Executive Committee discussed this and it was decided against so that the Resolution
90 could be as flexible as possible.

91 Finnegan noted this would then have to be decided at another meeting.

92 Parras said otherwise the Senate chair could call it.

93 Andreopoulos asked what happens if there is an emergency.

94 Parras answered that if there is an emergency then it could be considered reasonable.

95 McNeal noted that the Executive Committee spoke to the term reasonable and that since a majority vote was
96 needed, we must respectfully believe that our Senator peers are reasonable enough to not gain a majority
97 vote unless they are “reasonable” and therefore to add the word reasonable is unnecessary and disrespectful
98 to ourselves.

99 Steinhart noted that as a philosopher his view of “reasonable” differs from, say, others view of “reasonable.”

100 Duffy noted that is would be disrespectful to have administrators come to a meeting and then take a vote and
101 exile them.

102 McNeal called attention to the fact that at times there are very sensitive issues to be discussed, such as the
103 Administrative Evaluations and Strategic Plan, and untenured faculty are members of the Senate and may not
104 feel comfortable discussing sensitive issues. Furthermore, administrators can be embarrassed as well. We are
105 not exiling anyone, we are merely having the same rights as the Board of Trustees. She added that she does

106 not foresee anyone “pirating meetings” to intentionally exile anyone as a majority vote is necessary and we
107 the Senators, are reasonable people.

108 **McNeal called the question and Gardner seconded. The vote to call the question passed.**

109 **The amendment passed to add “reasonable” to the Committee Description and Charges.**

110 Godar asked about item 5 (5. That all members of the Senate Executive Council and the Parliamentarian
111 continue in their respective capacities for meetings of this standing body;), specifically what is the purpose of
112 the Senate Executive Council in the Committee.

113 Parras noted that it was so the Committee could have a Chair, someone to take minutes, and a co-chair.

114 Tardi clarified that item 5 maintains respect for the Executive Council and provides for a mechanism for record
115 keeping, noting that the secretary is an unpaid position

116 **Parras put the question and the motion passed.**

117 **VIII. Recommendation to Approve the Strategic Plan**

118 Duffy motioned to recommend to approve the Strategic Plan (Final Version) and Verdicchio seconded.

119 Verdicchio supported the plan noting that William Paterson University is a University with a 200 million dollar
120 budget, an institution that has “drifted.” He noted that while a plan is never perfect, this is a plan. Verdicchio
121 went on to speak about how he came to William Paterson as a freshman and at that time he heard that it was
122 an “up and coming college” and when he came back as a professor he heard that it was “moving ahead.” And
123 although it is not a perfect plan, at least it is moving us ahead.

124 Pavese went on to note that the language concerning adjuncts is more positive. The plan supports language
125 for the arts but more can be done. However, he said, the improvements are ones that he supports.

126 Kim noted that this is a very important document. He asked if the Board of Trustees will adopt this Strategic
127 Plan 100% or not on March 19th.

128 Parras noted that yes, they will have a vote.

129 Kim asked if they will accept it.

130 Parras said he assumes that they will accept it.

131 Kim asked where it will go from there. Who will coordinate these teams? When will they meet? He noted
132 that he would like to know about these actions.

133 Parras explained that implementation is almost being planned as it is being implemented, simultaneously. He
134 explained that Senators are on the Marketing / Public Relations. The Chair is on Team 1 and he is trying to get
135 representation on all teams. Senators on the Teams are responsible for informing the Executive Committee
136 and the Senate.

137 Quicke said that he is supportive of approving this because lots of work has gone into this. He had wished that
138 something could be distinctive and he is supportive of how the plan further expanded upon what we are doing
139 abroad and having a global impact.

140 Kelly noted that there had been a great deal of receptivity and that this is a tough practice to get the Plan
141 together. She thanked the Committee for listening. Kelly affirmed that her support is not contingent on the
142 feedback she is going to give and went onto to say that there is still an unnecessary singling out of
143 departments and programs such as sociology and criminal justice. Kelly preferred the general statement
144 referring to the applied social sciences remaining in the plan. She felt that there is still room for improvement
145 but that the plan has come a long way and that she loves that there is now some focus on experiential learning
146 and civic engagement and there is more on diversity.

147 Finnegan spoke about how we are not approving the implementation plan. He noted that the implementation
148 plan is an area that concerns him greatly and Parras' comments did not assuage him. He went on to say that
149 we need to think carefully about this. For example, the Team One of the Implementation Plan has 24
150 members on it but the Strategic Plan Committee only had 17 members on it. Most of these implementation
151 Team One members are administrators. He stated that this seems "unwieldy." Why does the implementation
152 team have more members than the Strategic Planning Committee? Furthermore, how will the
153 Implementation Team interact with the Steering Committee?

154 Parras said that he was going to risk impartiality and agree with Finnegan. Team One needs more faculty,
155 people need to step up and initiative is needed, especially for Senate Representation.

156 Snyder said that he is very pleased in general but that all academic areas need to be maintained. He explained
157 that students do not just come to William Paterson for one area, they take UCC courses and other courses as
158 well so all departments need funding so we need to be careful.

159 Scala agreed with Kelly, that it is good that there is more diversity in the Plan but that there needs to be a
160 commitment to diversity education especially with what we are seeing in the high schools with regard bullying
161 and behaviors.

162 Parras noted that diversity is in there.

163 Sheffield explained to Parras that yes, diversity is in there but it is in reference to the student body. However,
164 Scala is talking in terms of education and ethics so we need to be meeting the educational needs of our
165 students and this needs to be addressed in the Plan.

166 Natrajan discussed how Core value 5 is Citizenship and this is great because it explicitly refers to our "public
167 mission." However, the Mission statement as it stands does not refer to our public mission explicitly, instead
168 opting to commit indirectly through our students in serving a broader purpose. So, Natrajan suggested the
169 Mission be changed to "...The University and its graduates embody. " Then, Natrajan went on to discuss how
170 the Plan could incorporate information about how the world as we all know is not only highly diverse but also
171 increasingly unequal. Our students typically come from the most underprivileged classes of our society. For
172 them, he discussed how multiculturalism is always already part of a struggle for a more equitable and just
173 world. The Strategic Plan does not have a single instance of the term "equity" or any of its synonyms except in
174 the title of "Area 4" of the UCC (Justice). There is a growing body of evidence that shows that a commitment
175 to community, sustainability and multiculturalism – all terms in the mission can unfortunately also coexist with
176 a world of deep exclusions, entrenched power and wealth inequities, and a token respect for difference.
177 Natrajan believed the Committee could easily make our the Plan send this message about what public
178 institutions could be about.

179 Parras, the chair, turned the gavel to the vice chair and then spoke, at-length about his support for the plan.

180 Tardi noted that she was appreciative to the Committee and President but still concerned about the lack of
181 diversity and multiculturalism. She went on to say that we should support this Plan and the focus should be
182 on implementation. Tardi repeated the Board of Trustee Member, Will Pesce’s statement, from the Strategic
183 Planning Special Senate Meeting, that there is an urgency that this Institutions is facing and that is why
184 implementation is not included. She noted that we need to have top-down accountability and we need to
185 keep our eye on implementation.

186 Ellis discussed how there were many discussions by the Committee about the language and how the phrase
187 “learning by doing” has been incorporated into the plan.

188 **Falk-Romaine put the question. Tardi called for a closed ballot.**

189 **The Strategic Plan was approved with 36 yes and 5 no.**

190 **IX. Old Business: Discussion of Proposed Benchmark Indicators**

191 Parras encouraged Senators to speak up about indicators 15 – 17, ones that deal with faculty.

192 Verdicchio raised the question of finances. He discussed Indicator Number 19 and asked that if be clarified, he
193 wondered if this was a typo? Then he noted, on direct debt service, what are these numbers, on other years,
194 for the ratio, there was a number, it was easy to understand debt, so if this number could be clarified at a later
195 date that would be helpful.

196 Bolyai noted that yes, for indicator 19, this is a typo, it should be 94 million.

197 Verdicchio then asked about Indicator 20 and the decimals.

198 Kelly then asked if this category could be broadly explained.

199 Bolyai went on to state that they are now using an assessment tool that is external to the University, Moody’s,
200 so we are using their rating methodology. We only used to be able to compare this category within the state
201 but now since we are using this method we can compare within a trend line to other Universities.

202 Kelly noted that she still did not understand this category and asked for further clarification.

203 Bolyai stated that it is the dept we owe, for buildings, what we owe for things, for examples mortgages and to
204 other debt services.

205 Gardner asked if this is institutional debt divided by annual revenue.

206 Bolyai stated that debt service is a number and ratio is a relational number.

207 Waldron stated that we can provide more information on this as it is a complicated concept.

208 Parras explained that there is already work being done; work to provide comparison to other institutions in
209 other years and we can ask for more information.

210 Godar noted that Indicator 17 is a meaningless number. It is a ratio of things that are not comparable. It does
211 not, for example, include musicals. It is a nice number but it is meaningless, it means nothing. That said she is
212 hesitant to ask for it to be taken out because she does not want funding taken away but she would like some
213 type of “real” Indicator put in to replace this.

214 Weil agreed with Godar and noted that they are looking into other models from other institutions and they
215 have spoken to the Executive Committee about this.

216 Gardner explained that no matter how you do it, it will be meaningless but if it is the same meaningless
217 number every year it is comparable from year to year.

218 Bernstein noted that she did not even know what Indicator 17 means and Indicators 15 and 16 seem troubling
219 (student faculty ratio and credit hours). Bernstein noted that less than 50% of our faculty are fulltime.

220 Weil noted that this is troubling and we would like to improve on these numbers. He further explained that
221 the Dashboard Indicators are just a draft and there will be more numbers going into the future.

222 Kelly motioned a point of order. She noted that there was a robust discussion and she would like it to
223 continue but we were close to adjournment.

224 Parras stated that we would continue this discussion at the next meeting.

225 Waldron thanked the Senate for comments and feedback regarding the Strategic Plan and said that we were
226 only as good as how we would execute and implement it. She went onto address the Senate and stated that
227 she knew that this is a difficult year and knew what a lack of a contract means and was moderately optimistic
228 and hoped that it will be settled sooner, not later. She thanked everyone for their support and dedication to
229 the students. Waldron noted that we are here because we want to educate the students. She went on to say
230 that she cannot publicly speak about the contract but she did understand and will work through various things
231 on the campus.

232 **ADJOURNMENT:** The Faculty Senate adjourned at 1:47. The next meeting of the Faculty Senate will be held
233 on Tuesday, March 13th at 12:30pm in University Commons Ballroom C.

234 Respectfully submitted: K. McNeal

235 THIS AND OTHER SENATE DOCUMENTS ARE AVAILABLE ONLINE AT: www.wpunj.edu/senate